



Why Support a Worksite Breastfeeding Program? What's in it for You?

The cost of caring for an ill baby can be high for mothers and employers. When a child is sick, parents often miss work for doctors' visits, which in return make increased health care costs and medical claims. Healthy mothers and babies can save health care dollars and improve productivity among employees. Breastfeeding mothers are an investment that can improve your bottom line!

- **Lowers healthcare costs-** Breastfed babies are healthier.
- **Lowers absenteeism-** Breastfeeding mothers have lower absenteeism due to taking fewer days off to care for a sick child.
- **Reduces turnover-** Women are more likely return to work when their needs as a mother are met and breastfeeding is supported.
- **Saves on re-training costs-** Women will want to return to jobs that support their needs as a breastfeeding mother.
- **Enhances corporate image-** Others will view the company as concerned for health and wellness of families and new mothers.
- **Raises employee morale & productivity-** Companies that support breastfeeding mothers result in happier, more satisfied employees.
- **Additional recruitment incentive-** Women employees will view breastfeeding support services as a unique and additional benefit.





Economic Benefits to Worksite Breastfeeding Programs

Research confirms the importance of breastfeeding and breastmilk for the optimal health of infants, children, mothers, and society. Supporting a breastfeeding workplace can result in improved health outcomes for employees, employers, as well as society.

- Companies estimate a cost savings of \$3 for every \$1 invested in breastfeeding support. (1)
- Among employed women with children under age 3, approximately 70% work full time. One-third of mothers return to work within 3 months after giving birth and two-thirds return within 6 months. (1)
- Lower health care costs; an average of \$400 per baby over the first year. (1)
- Excess use of health care services (attributable to formula feeding) costs an HMO between \$331 and \$475 per never-breastfed infant. (2)
- For private and government insurers, a minimum of \$3.6 billion must be paid each year to treat diseases and conditions preventable by breastfeeding.(2)
- In 2007, ninety-eight percent (98%) of corporations listed in the "100 Best Companies for Working Mothers" say a corporate lactation program is important or very important to their workforce. Ninety-six (96%) provide dedicated lactation rooms. (<http://www.medelabreastfeedingus.com/news>)

References

1. US Breastfeeding Committee. Workplace Breastfeeding Support [issue paper]. Raleigh, NC: US Breastfeeding Committee; 2002.
2. US Breastfeeding Committee. Economic Benefits of Breastfeeding [issue paper]. Raleigh, NC: US Breastfeeding Committee; 2002.





How You Can Support Breastfeeding at Your Worksite

Research studies show that many women discontinue breastfeeding early because of workplace constraints. Others choose never to initiate breastfeeding at all due to concerns they will not be able to continue breastfeeding and working. Workplace support can make the difference.

Here's what you can do for your employees:

- ☐ Educate all employees on why the company supports breastfeeding
- ☐ Encourage managers and supervisors to support employees who breastfeed
- ☐ Establish a worksite breastfeeding policy (sample template available)
- ☐ Provide a clean, private room with electric outlets for women to pump milk for their babies
- ☐ Offer breastfeeding mothers:
 - Flexible hours
 - Job sharing or part-time work
 - Scheduled breaks
 - Provide a referral resource list of breastfeeding services

Additional Resources:

<http://www.dhhs.state.nh.us/DHHS/WIC/LIBRARY/Best+Practice/breastfeeding-resource-guide.htm>
<http://www.4women.gov>
<http://www.nhbreastfeedingtaskforce.org/>
<http://www.llusa.org/MENH/NewHampshire.html>
<http://www.bfmed.org>



Sample Worksite Breastfeeding Policy

Exclusive breastfeeding for the first six months of life provides maximum health benefits to infants and mothers as well as longterm benefits for employers and communities. Because breastfeeding employees need ongoing support to continue breastfeeding after returning to work, <<**company name**>> has established the following policy to ensure support for employees to breastfeed after returning to work.

1. It is the policy of <<**company name**>> to support mothers who choose to breastfeed their infants by enabling women to express and collect breastmilk during work hours.
 - a. Employees will be provided a private, warm, comfortable room in which to express breastmilk. This room will have a lock on the door, an electrical outlet, and nearby access to a sink.
 - b. Employees will have access to a refrigerator in which to store expressed breastmilk. Employees will be responsible for providing their own clearly labeled containers.
 - c. Employees will be provided with adequate time to breastfeed or express breastmilk. This time will be flexible but will not exceed time normally allowed for breaks and lunch. For additional time needed to breastfeed or express breastmilk employees may use leave time or extend their work day to adjust for extended break time.
2. It is the policy of <<**company name**>> to provide a supportive atmosphere for breastfeeding employees
 - a. Staff will provide an atmosphere of support for breastfeeding employees.
 - b. Breastfeeding employees will not be penalized or otherwise discriminated against for their decision to breastfeed after returning to work.
3. It is the policy of <<**company name**>> to promote breastfeeding in the workplace.
 - a. Information on breastfeeding, including local resources, will be provided to all pregnant and breastfeeding employees.
 - b. Positive promotion of breastfeeding will be on display in appropriate areas in the company and in-house communications with staff.
 - c. This policy will be made known to current staff and be included in new employee orientation training.

Adapted from: Loving Support Network of Dane County Sample Worksite Breastfeeding Policy, Intel Corporation Breastfeeding Promotion Policy, Inter Tribal Council of Arizona Breastfeeding Policy, Oregon Health Service Breastfeeding Mother Friendly Workplace Policy, Breastfeeding Policy, City of Lincoln, NE, Medela Corporate Lactation Development Program.





Breastmilk Collection Guidelines

Guidelines are adapted from CDC: Human milk storage. Academy of Breastfeeding Medicine 2006. Protocol #8 (2004). These guidelines are based on a healthy, full term infant. If you have a premature infant or an infant with a special medical condition, please consult your health care provider for collection and storage guidelines.

http://www.cdc.gov/breastfeeding/recommendations/handling_breastmilk.htm

Collecting Breastmilk

- Always wash your hands before pumping and handling your milk.
- Use clean, dry bottles (either plastic or glass), or disposable breastmilk storage bags.
- When you are away from your baby, try to pump your milk every 3 hours (or about 2 to 3 times during an 8 hour workday).
- After you have pumped your milk at work, store it in a well-labeled container in the refrigerator or a cooler with ice packs until you get home.
- Label all containers with the date. At home store pumped milk in either the refrigerator or the freezer, depending on how soon you will be using the milk. Freshly pumped breastmilk can be stored in the refrigerator for up to 5 days.
- Some breastfeeding experts recommend breastmilk that is not fed within 48 hours of collection should be frozen. Frozen breastmilk can be stored for 3-6 months in a freezer.
- Store milk in small quantities (3 to 4 ounce bottles) to decrease waste. Consider storing some milk in smaller portion sizes (1 to 2 ounce bottles) for unexpected situations. Do not add warm fresh milk to already frozen milk when storing.

Thawing or Heating Stored Milk

- When thawing stored milk, use oldest milk first. Shake the container while thawing to re-mix. Thaw frozen breastmilk in the refrigerator or place frozen container under running luke-warm water. Do not refreeze thawed milk. Thawed milk should be used within 24 hours.
- Never use a microwave to thaw or warm milk. Microwaving destroys some of the protective ingredients contained in breastmilk and also heats milk unevenly, resulting in 'hot spots' that can burn your baby's mouth.





New Hampshire Breastfeeding Legislation House Bill 441

This bill sets forth the right of a mother to breastfeed her child in public.

Sponsors: Rep. M. Fuller Clark, Rock 36; Rep. T. Reardon, Merr 23; Rep. Rabideau, Rock 16; Rep Gile, Merr 16; Rep New Hampshire Breastfeeding Legislation Keans, Straff 16; Sen. Wheeler, Dist 21.

STATE OF NEW HAMPSHIRE

In the year of Our Lord One Thousand Nine Hundred and Ninety-Nine AN ACT relative to a mother's right to breastfeed.

Findings:

The general court finds that breastfeeding is the best method of infant nutrition. The American Academy of Pediatrics recommends that children from birth to age one should be breastfed, unless under particular circumstance as is medically inadvisable. WHO and UNICEF have established as one of their goals for the decade the encouragement of breastfeeding.

The general court finds that medical research shows that human milk and breastfeeding of infants provide many health benefits for a child such as lower rates of death including sudden infant death (SIDS) and decreased incidence and/or severity of diarrhea, respiratory illness, bacterial and viral infections including meningitis, ear infections, urinary tract infections, gastrointestinal infections and chronic digestive diseases, childhood leukemia and other cancers, diabetes, allergies, obesity and developmental delays. Breastfeeding also provides significant benefits to the health of the mother, including a reduced risk of breast and ovarian cancers, postpartum bleeding, osteoporosis and hip fractures in the postmenopausal period, an earlier return to pre-pregnant weight, delayed resumption of ovulation with increased child spacing, and the psychological benefit of an enhanced emotional relationship or bonding between mother and child.

The general court further finds that in addition to the health benefits for the mother and child, breastfeeding provides significant social and economic benefits to the state, including reduced health care costs and reduced absenteeism for care attributable to child illness.

Therefore, the general court finds that breastfeeding a baby is an important and basic act of nurture that must be encouraged in the interests of maternal and child health and family values.

Breastfeeding a child does not constitute an act of indecent exposure and to restrict or limit the right of a mother to breastfeed her child is discriminatory.

Signed by Governor Jeanne Shaheen on June 10, 1999.

